



MEET EMMA



PEMBROKE

Manager Community Engagement

Bachelor of Business

Tell us about your journey

My journey into the resources sector began in accounting working in business services, which gave me a solid foundation in commercial discipline and operational drivers. I then moved into logistics and commercial contract management. But it was when I moved into social performance and stakeholder engagement roles that I found my purpose. Joining Pembroke was a unique opportunity, a chance to build the community engagement function from the ground up in a greenfield operation. What's surprised me most? The scale of influence this work can have, it's shaping the way the sector evolves.

What drives you to do this work?

I'm driven by the desire to create genuine, meaningful outcomes for people and communities. I help decision makers understand not just what the community prioritise, but why it is important and how it can align with operational and strategic goals. It is a continuous balance weighing expectations, navigating constraints and making intentional choices that prioritise community outcomes without losing sight of business needs. To me, this work matters, because when we get it right, we help build stronger, more connected communities who feel seen, supported and part of the journey.

What's a challenge that shaped your journey?

One of the biggest challenges I've faced is balancing the demands of a leadership role with being a mum, especially in a household where both parents hold senior roles in the resources industry. The juggle is very real. I've come to rely on a powerful analogy that many working parents will understand. We're all juggling balls, but not all of them are made of the same material. Some are plastic, they'll bounce if dropped. Others are glass, if you let them fall, they can break. It isn't about choosing between work and life, it's recognising both are happening at once and learning to prioritise which "balls" can be put down temporarily, and which ones need to be protected. That mindset has helped me lead with greater focus and compassion.

What's the best thing about your team and workplace?

What I value most is the mix of experience, passion, and purpose. At Pembroke, we're a lean team, but that means we each have the opportunity to make a visible impact. It's a culture where ideas are heard, decisions are made quickly, and everyone is genuinely committed to doing things well. There's a deep sense of ownership and accountability. Being part of a new mine means we're not just maintaining systems, we're building them. That brings a level of energy and connection that's hard to replicate.

What has this career made possible for you?

It opened up meaningful experiences I never imagined across community, conservation, policy, and leadership: from being appointed by the Premier as a member of the Advancing Queensland Regions Forum, to diving off the Keppel Islands with researchers to study coral health, to walking alongside Traditional Owners in the establishment of ranger programs. But the most meaningful part has been the people. The relationships I've built with community members, Traditional Owners, colleagues, and cross-sector partners have shaped my career and who I am.

What excites you about the future?

The shift toward integrated, place-based thinking where community, environment, culture, and business outcomes are seen as part of the same story. At Pembroke, our koala and greater glider program is a great example of what this future can look like. It's about compliance as well as protecting and enhancing biodiversity through collaboration, research, and innovation.

What does 'Shape Our Future' mean to you?

It's deeply personal and about the kind of legacy I want to leave, not just through my work, but how I show up every day as a leader, a mother, and someone deeply connected to regional Queensland. It's about continuing to build on the strengths of this industry, its resilience, innovation, and connection to place while creating space for new ideas and new voices to thrive.

Your message to future students

Challenge yourself and be willing to lean into the discomfort that comes with growth. Some of my most rewarding moments have felt unfamiliar or outside my comfort zone. Listen to the people who've walked the path before you, there's value in experience, but also trust your instincts and back yourself. Build your network not just in your workplace, but across the industry.



Explore what's possible: shapeourfuture.com.au